

**Minneapolis VA Medical Center
Nursing Services
September 2009**

Student Nurse Technician 4 (SNT-4) Position Description

Application Requirement

- One year clinical experience with any accredited nursing program

Program Overview

- Responsible for providing direct patient centered care in working with the unit team
- Works under the direct supervision of the Registered Nurse
- Clinical care of the patients correlates to previous clinical experience and competency validation
- At completion of his/her education, training and graduation, VA employment will end

Employment Status

- Temporary intermittent
- No health, retirement, shift/holiday differentials, or vacation/sick benefits
- May earn weekend differential and overtime
- Employment terminates at graduation
- Employment after graduation may not be extended

Scheduling

- Self-scheduling and flex scheduling options are available
- May work up to 40 hours per week
- SNT-4 would be eligible to float based on staffing needs
- 1 weekend per month is required
- Minimum requirements are determined by the Nurse Manager
- The SNT-3 should facilitate periodic discussions with the Nurse Manager regarding academic requirements and scheduling needs
- The Nurse Manager/Nursing Office reserves the ability to cancel or re-assign the SNT-4

Assignments

- Will be assigned to work with an accountable RN
- May share work assignment between two RNs
- Primary role is to assist on the unit while gaining nursing exposure and experience
- Assignments may vary from a shadowing experience with an RN to nursing assistant responsibilities or assignment
- Duties exclude medication administration and intravenous therapy/blood transfusions
- Per unit/patient need, SNT must be willing to flex role (such as special observation, etc.)

Education

- Academic clinical nursing program experience is required
- Competencies will be validated in orientation
- May attend TCHP classes with approval of Education Service. No AA is permitted

Functions/Competencies

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately assigned by the RN.

- ❑ Adheres to VA and nursing policies
- ❑ Assists with selected activities related to patient admission/discharge
- ❑ Collects patient information including observation of overall condition
- ❑ Uses information management technologies
 - Accurately documents patient information
 - Protects confidentiality of patient information
- ❑ Provides patient information to the RN for inclusion in the patient's plan of care
- ❑ Provides patient health education as directed by the RN
- ❑ Completes assignment, reports to supervising RN when assignment has been completed or when unable to complete activities
- ❑ Safely performs the following functions:
 - Measures and documents vital signs
 - Provides routine hygienic/activities of daily living care
 - Administers enteral feedings and checks for residual
 - Performs dressing changes/wound/ostomy cares
 - Demonstrates use/care of urinary drainage devices
 - Administers respiratory therapies
 - Demonstrates gastric and nasopharyngeal suction procedures
 - Administers non-medicated suppositories and cleansing enemas
 - Performs CPR
 - Reports changes in IV flow rates
 - Removes IV intra-catheters
 - Applies heat/cold therapies
 - Collects patient specimens
 - Conducts blood glucose testing
- ❑ Provides care to patients on Special Observation , depending on unit needs
- ❑ Provides care to patients recognizing issues of cultural diversity and stages of development.

Function/Competency Element I

Safety is defined as adherence to safety guidelines in accordance with MVAMC policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- ❑ Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies
- ❑ Employs appropriate lifting/moving/transfer techniques/devices
- ❑ Utilizes standard precautions and adheres to isolation precautions.
- ❑ Maintains a safe/clean work environment
- ❑ Demonstrates appropriate action in emergency environmental situations
- ❑ Utilizes equipment in a safe manner

- ❑ Reports unsafe equipment and/or working conditions to appropriate individuals
- ❑ Completes mandatory safety training/annual reviews
- ❑ Utilizes continuum of patient safety interventions.
- ❑ Function/Competency Element II

Interpersonal Communication is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness and concern toward patients, visitors and other VA employees

- ❑ Delivers care to patients in a respectful and non-judgmental manner
- ❑ Maintains patient's right to privacy and confidentiality
- ❑ Communicates in a courteous and respectful manner
- ❑ Uses appropriate channels of communication
- ❑ Attends unit-based staff meetings
- ❑ Follows verbal and/or written instructions
- ❑ Accurately conveys and receives information through either verbal and/or written communication
- ❑ Maintains appropriate boundaries with patients, families and VA employees
- ❑ Respects all forms of diversity
- ❑ Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- ❑ Adheres to policy on uniform/dress code

